

# RECRUITER

United States Army Recruiting Command August 2008

# Journal



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# RECRUITER Journal

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## U.S. Army Recruiting Command

August 2008

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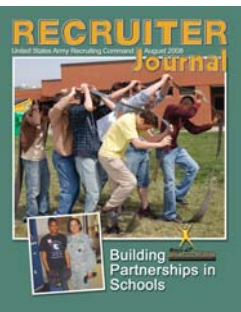
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# Back to School



During a visit to Fort Leavenworth, Maj. Gen. Thomas Bostick stopped by a local high school and talked with the JROTC cadets during team building day. Also shown is Lt. Col. Eric Reinkober, Kansas City Battalion commander (left). The commanding general had seen Kansas City's team building events previously and has recognized it as USAREC's best community outreach program for 2007.  
*Photo by Marissa Vitug*



**Photo credits:**  
Large photo by Marissa Vitug  
Small photo by Steven Brown

# August Marks Back to School!

Three occasions mark August as one of the pivotal months of the recruiting year. First, we are in the final quarter of closeout — always an important period. August also marks the time for back-to-school readiness, and thirdly, the command recently observed a full day of safety, values and ethics training.

For the final quarter, we are enjoying a surge of former recruiters returning to the command. They have joined the fight to help win next month's annual closeout. The Army is helping to weight the main effort of recruiting to insure that we secure the objective. We will execute a win decisively!

Additionally, August is the time to strengthen our involvement in the schools. The importance of partnering with educators, establishing and maintaining school folders and preparing for the new school year are topics covered in articles in this issue of the RJ.

We will continue to work toward our education goals from the headquarters, with initiatives and conferences such as the recent Education Leadership Summit hosted in Louisville, Ky. We will use the Army's March 2 Success program to assist prospects, as well as students needing to improve test preparation skills. March 2 Success has been very helpful in opening a positive dialogue with many schools.

On Aug. 1, we observed a commandwide Safety and Values Stand Down — a full day dedicated to staying abreast of laptop security, suicide prevention, sexual assault awareness, safety guidelines and to recommitting ourselves to the Army Values. Values and ethical behavior toward our prospects, as outlined in USAREC regulation and policy letters, must always remain up front in our dealings with the public. Not only do our prospects



Maj. Gen. Thomas P. Bostick

deserve our respect, it is the right thing to do. In the media, the mistakes of a few will reflect the values of the entire command in the eyes of the public. We must always recruit with integrity.

In addition, there has been much public debate regarding the number of enlistment waivers we are offering to prospects. With such a concentration of articles in the news, it may not be realized that seven out of 10 citizens between the ages of 17 and 24 cannot qualify to enlist without some form of waiver. Yet, eight of 10 Soldiers enlist without any kind of a waiver. Our Army

should be proud to offer opportunity to those who desire to serve their country and to provide a place where young men and women can develop the values and discipline needed in life.

To counter the negative articles, we need your help in getting good news information to the media. As an

example of one good news story is the Miami father and daughter who enlisted. When Gabrielle Alejandrino visited the Margate, Fla., station to ask about his daughter's Army education benefits, he found that, he too, wanted to enlist. The pair enlisted as support system specialists. This type of good news story can be reported to your battalion APA, where they can develop a press release for the local news media.

This is a pivotal month in our success. I believe in you and your teams. Keep pressing the fight, and I'll see you on the high ground!

Thank you and your Families for your service and many sacrifices for our Army and Nation.

Army Strong!

**We will execute a win decisively!**

## 23 Simple Words: Recruit and Retain Quality Soldiers During a Time of War

The motto of the U.S. Army Recruiting Command is “Provide the Strength.” This motto refers to the recruiter’s responsibility to provide the strength to our nation’s foremost combating entity.

Soldiers are the most important ingredient in the recipe for victory on the battlefield, and they will always be the No. 1 asset of the U.S. Army. It is the mission of the recruiter to find highly qualified individuals to become Soldiers and fill the ranks of the Army.

Recruiting high quality Soldiers ensures that the Army has the capability to deploy, engage, and destroy the enemies of the United States of America in close combat.

One might ask how it would be possible for Army recruiters to accomplish such a monumental task during a time of war. The answer is 23 simple words.

I will always place the mission first.

I will never accept defeat.

I will never quit.

I will never leave a fallen comrade.

Recruiting is one of the most difficult professions in the Army. Recruiters today are charged with the task of recruiting a quality, all-volunteer force during a period of protracted war.

Recruiting to fill the Army’s ranks is a task much different than any other task learned in a Soldier’s military career. Just as the Warrior Ethos guides Soldiers who are deployed and engaged against the enemies of the United States, it also guides Army recruiters engaged in providing the strength of our nation’s premier fighting force.

The U.S. Army Recruiting Command embraces the Warrior Ethos as the strength and courage that will lead an Army recruiter to accomplish his mission.

Recruiters play a tremendously important role in the war against terrorism. America’s ability to fight and win the war against terrorism relies heavily on the capability of Army recruiters to provide the strength necessary to accomplish this mission.

Because Army recruiters are given the task of providing the strength for our nation’s Army, and America’s Army is the world’s premier fighting force, a case can be made, that today’s recruiters are at the tip of the spear in the war against terrorism. For this reason, recruiters are motivated and inspired by the Warrior Ethos. Recruiters understand that in order for America’s Army to be victorious in combat, they must strive to enlist individuals who already embody the Warrior Ethos.

Once recruiters find and enlist these Soldiers, it is just as important to retain them. Retaining quality Soldiers has always been an imperative task in sustaining a high level of combat readiness.

One might think that during a time when the Army is fighting a protracted war on multiple fronts, retaining high quality Soldiers would be difficult. In fact, America’s Soldiers have proven just the opposite. Retaining America’s Army has not been an easy task. However, by recruiting high quality individuals who embody the Warrior Ethos before they enlist, recruiters have helped ensure the success of America’s Army into the foreseeable future.

Recruiters and leaders who honor the Warrior Ethos, ingrain character traits in Soldiers who develop a winning spirit and desire to reenlist in today’s Army.

The Warrior Ethos is not just a motivational jingle to help recruit and retain America’s Army. Instilling the Warrior Ethos is an essential task in developing quality Soldiers.

Regardless of the mission, the Warrior Ethos encompasses the values and beliefs of every Soldier throughout the Army.

The Warrior Ethos consists of 23 simple words. Those 23 simple words give recruiters and leaders the ability to enlist and retain quality Soldiers during a time of war.



**Command Sgt. Maj. Stephan Frennier**

I hope that this article finds all USAREC Soldiers and families well; I thank you for all of your great work and sacrifice to our Army and nation.

As schools are about to get back into session, I challenge everyone to get an early start in fostering a great partnership with the high schools and colleges in your sphere of influence.

In addition during this month, we will induct 33 of our brightest and best noncommissioned officers into the Sergeant Audie Murphy Club. I had the privilege of presiding over the SAMC selection board in June, and I was impressed with all of the outstanding NCOs who appeared.

Every candidate was required to write an essay from a list of topics during the first day of the board proceedings, and they were all very good. I have decided to dedicate the rest of my column to the essay written by Sgt. 1st Class Chad Christenson, who is the station commander of the Perrin Beitel Station, San Antonio Battalion.

# THE WAY I SEE IT

If you have an issue you would like to have addressed through The Way I See It, e-mail [TWISI@usarec.army.mil](mailto:TWISI@usarec.army.mil)

## Foreign Made PPIs

Dear TWISI,

I just wanted to submit an issue that's been brought to my attention. While handing out PPIs, I have been asked on a number of occasions why almost all of our Army handouts (mouse pads, planners, laundry bags, etc.) have some sort of made-in-China sticker or stamp on them. I honestly had no answer for them. I know that it's probably cheaper to buy them from China, but it creates a bad image. We don't drive nondomestic GOVs or use nondomestic laptops for the same reason.

*Respectfully,  
Staff Sgt. Christopher Bowden*

Dear Staff Sgt. Bowden:

Thanks for your question. The issue of PPIs being produced in China is a cost factor as the reader describes, however, great care is taken to ensure that the PPIs are only marked on the packaging and never on the item itself. The exceptions to buying foreign made PPIs exists only for textiles and certain metals. This is one of the reasons why T-shirts and backpacks are so difficult and expensive to obtain for our recruiters. The Berry Amendment to the Buy American Act mandates that the government will purchase textile and metal products that are totally made in America.

Recruiters are encouraged to remove the packaging material prior to presenting the PPIs. It presents a more professional message to the receiver and

creates the impression that recruiters strive for in personal interaction.

Thank you again for your question. For further information contact Ernie Bagley at 1-800-223-3735, ext. 6-2004 or e-mail at [ernie.bagley@usarec.army.mil](mailto:ernie.bagley@usarec.army.mil).

*Sincerely,  
Col. Hubert E. Bagley  
Chief of Staff*

## AIMS Test

Dear TWISI,

My question is about the AIMS test that is required to be given to all 11Es at MEPS prior to their enlisting. What is the test used for and how is it scored? I had an applicant who was a 16K, had an AFQT of 80 and one felony conviction who wasn't required to take the AIMS. But then I had an 11E with the same AFQT and no charges who was required to take the AIMS test. Both applicants were the same age and the 11E never received a bonus to do the AIMS test. He was told by MEPS that he didn't score high enough on the AIMS to get a bonus. I believe that the AIMS test should either be done away with or it should just be given to applicants with charges and not necessarily to all GEDs.

*Respectfully,  
Sgt. 1st Class Estevan Lara*

Dear Sgt. 1st Class Lara:

Thank you for your input to the "The Way I See It" program. The Army is currently conducting an attrition study of Tier II education credential holders (TTAS). The AIMS test results are being used to conduct this study.

Currently, all Tier II applicants must complete this test and based on their score and several other factors, it is determined if they can enlist with or without incentives.

The test results are calculated based on the ASVAB, AIM score, AFQT, age and a body mass index from applicant's height and weight — not body fat computation. The applicant data is transferred from the Guidance Counselor Resource Center to the REQUEST System.

Thank you for inquiry on this matter, and I encourage you to always use your chain of command. I am forwarding a copy of this letter to our Recruiter Journal staff for printing in a future publication. For further information, contact the action officer at 1-800-223-3735, ext. 6-5480; DSN 536-5480; commercial (502) 626-5480; or e-mail at [ronnie.creech@USAREC.army.mil](mailto:ronnie.creech@USAREC.army.mil)

*Sincerely,  
Col. Hubert E. Bagley  
Chief of Staff*

# DOD Sets Joint Standards for Enlistee Waivers

By C. Todd Lopez, Army News Service

**T**he Department of Defense has now set standards for how individual services will offer conduct waivers to its recruits.

The new policy, announced during a press briefing in June at the Pentagon, standardizes how the Army and other services classify offenses, how many offenses a recruit may have committed before requiring a waiver, and in what combination those offenses may have been committed.

“Terms like felony and misdemeanor get confounding. What is a felony in one state is not in another. And what is a misdemeanor is the same thing,” said Bill Carr, deputy under secretary of defense for military personnel policy.

Now the department has classified individual offenses into four categories. The classification for each of those offenses is based on how most states classify the offense. If an offense like grand theft auto is a felony in most states, it would be classified as major misconduct, Carr said.

“It’s not correct to call it a felony, because it is not always a felony,” he said. “But because it is a felony in most states, we will call it major misconduct. And that is the most egregious type of transgression that we want to look at.”

Other categories include misconduct, which would be offenses that in most states are classified as misdemeanors, such as not depositing change at a toll booth and traffic offenses.

“There are four groupings the department will recognize in terms of gravity,” said Carr.

Below are examples of offenses that will require all services to seek waivers:

- ◆ One major misconduct requires a waiver.
- ◆ Two misconducts require a waiver.
- ◆ One misconduct, along with four non-traffic offenses, requires a waiver.

Carr said services are free to create their own policies that are stricter than what DOD has standardized.

Frank Shaffrey, deputy director of recruiting operations, said USAREC is currently consulting with G1 on the new terms and waiver policy, and when a final Army policy is approved, USAREC will send advanced guidance out to the field on any changes concerning waiver processing.

Carr also said the department has found that problems with recruits are more likely to happen with those that have a pattern of minor offenses than with those that have only a single major misconduct offense.

The DOD has also created standard codes that describe the particulars of an offense. Recruiters, Carr said, would enter those standardized codes on enlistment records.

“With codes we can determine downstream performance and attrition and determine if something is a problem,” Carr said.

The Army’s G-1 recently conducted a study of enlistees accessed from FY03-FY06. The study compared 258,270 Soldiers who did not need conduct waivers and 17,961 who did, said Lt. Col. Val Siegfried, the Army G-1 branch chief for enlisted accessions.

The study did find differences between the two groups. For instance, the conduct waiver population reenlisted at a higher rate. The conduct waiver Soldiers also earned a higher ratio of valorous awards and combat badges — 13.87 percent compared to 12.73 percent. Additionally, the conduct waiver population included more high-school graduates, higher scores on the Armed Services Vocational Aptitude Battery, and fewer Soldiers scoring in the Cat IV range on the ASVAB test.

However, the Army also found that Soldiers who required conduct waivers had higher losses in six of nine adverse loss categories. That included a .27 percent loss rate for alcohol rehabilitation failure versus the non-waiver population’s loss rate of .12 percent; a misconduct rate of 5.95 percent versus the non-waiver population of 3.55 percent; and a desertion rate of 4.26 percent compared to 3.59 percent. However, the attrition due to personality disorders, entry-level performance or unsatisfactory performance for Soldiers with waivers was less than their non-waiver counterparts.

In all, the study showed that the differences between Soldiers that came in with conduct waivers and those that did not are negligible. The Army lost about 2.3 more Soldiers per 100 due to adverse losses than it did among the non-waiver population.

Siegfried said, “Statistically, it is kind of insignificant.”



**Lt. Col. Robert Larsen, commander of the Baltimore Military Entrance Processing Station, administers the oath of enlistment to 28 new recruits. Photo by Donna Miles**

# Back to School!

## —optimize nationally, maximize locally

By Gaby Romero, AXIS | Multicultural and Rochelle Hill, Carol H. Williams Advertising

As summer winds down and memories of afternoons at the beach begin to fade, thoughts turn to the start of a new school year. New clothes, new books and students looking to the future as they prepare for new academic challenges.

By now, the Army has completed many of its summer events, including sponsorships of national conventions for organizations such as the 100 Black Men of America, The League of United Latin Americans, National Association for the Advancement of Colored People, The National Council of La Raza and the National Urban League.

A longtime partner with these and other multicultural organizations, the Army has worked with them to strengthen today's youth, building stronger communities.

As a result of these relationships, the Army is able to position itself as a resource students can tap into on their path to academic achievement. Army-sponsored outreach programs, such as Planning For Life, have been incorporated into the educational programming at the Essence Festival, BMoA and NUL conventions to help student attendees create a plan for the coming school year.

The program also introduces students to the Army Values, which they can adapt as tools to help them reach their goals. Planning for Life workshops are also executed throughout the school year in markets across the country. In FY 08 alone, the program has reached more than 32,000 high school students.

The Planning for Life program is executed in three parts; Mind, Body and Soul.

The Mind addresses the practical aspect of preparing for school with the March2Success online study guide.

The Body segment of the workshop — which is executed by recruiters tasked from the local market — emphasizes the importance of fitness and nutrition. In this segment, Soldiers and students compete against each other in challenging physical drills.

Finally, the Soul addresses the aspirations of the students and is executed by nationally-recognized youth motivational speakers.

Securing strategic partnerships that open new doors for the Army at the local level are another result of the Army's support of national organizations.

In July, the Army entered into a partnership with the LULAC National Education and Service Centers, the education focused



**Retired Command Sgt. Maj. Michele Jones presents a motivational speech at the Planning for Life workshop at Collbran Job Corps, Grand Junction, Colo. Photo by Robert Santini**

arm of the LULAC organization. Through this partnership, the Army will help revive and revitalize a key LNESC youth program — the Washington Youth Leadership Seminar — and in conjunction with Army Hispanic Heritage Month activities, LNESC will bring Soldiers to high schools in key markets to talk about the historical contributions of Latino Soldiers in September and October.

With the assistance of the Army's multicultural partner agencies, Casanova, AXIS | Multicultural and Carol H. Williams Advertising — targeting the Hispanic and African American communities respectively — the Army will optimize these national partnerships to maximize local market relationships.

In practical terms, this means building bridges between battalions and the local chapter leadership of these national organizations.

In the execution of these conventions, programs and partnerships, the agencies and local battalions work together year-round to identify motivated community influencers from whom we can garner “pledges of commitments” that support the Army mission and goals.

Ultimately, this open dialogue allows for a year-round source of future referrals for the Army in local markets.



# Operators of GSA Vehicles

THE PUBLIC IS WATCHING YOU!

By AnnMarie Claycamp, Transportation Specialist

Reports of vehicle misuse involving government-owned vehicles are on the rise and receiving high visibility from the Department of the Army, Training and Doctrine Command, Accessions Command, Recruiting Command, and General Services Administration. Reports by the public and other agencies are being called into the Army opportunities toll-free number and are being reported directly to USAREC, GSA, and DA. All reports of vehicle misuse are investigated and a detailed explanation of the results, the findings, and corrective action taken is provided to DA and the Secretary of the Army.

Government-owned vehicles are provided by GSA to meet transportation requirements for performing official business only.

When the operator of a GOV disregards command policy and traffic laws, the result could be detrimental. A military member and civilian employee are subject to their driver's license being revoked, financial hardship due to payments for fines and damages, and possible removal from employment. The unauthorized use or willful misuse of a GOV will be cause for disciplinary action. Military personnel will be disciplined under the provisions of the Uniform Code of Military Justice or other administrative action, as deemed appropriate. Civilian employees will be suspended from duty, without compensation, for not less than one month and will be suspended for a longer period or summarily removed from office if circumstances warrant. Financial liability will be assessed against members of the military and Army civilian employees when government property including a motor vehicle is lost, damaged, or de-

stroyed as a result of negligence, willful misconduct, or deliberate unauthorized use or misuse.

This command receives many complaints involving vehicles spotted by the public alleging the misuse of a GOV by a Soldier or DA civilian both on duty and off duty. Most complainants report observing drivers speeding, driving erratically and following too close, and also report being concerned for the safety of themselves, other drivers and pedestrians. Reports of government vehicles being used in an unofficial capacity for private business, personal errands, and recreation are increasing. Operators of GOVs have been seen transporting and

dropping off dependents at schools, taking their spouses shopping to the local supermarket, and using their GOV as a means of transportation for the purpose of working a part-time job. Government vehicles have been identified at movie theaters, bowling alleys, sporting events, restaurants, night clubs, etc., during evening and weekend hours. Some complainants are very knowledgeable of the Domicile-



to-Duty policy and misuse provisions and penalties and they will not hesitate to report vehicles that are parked at an individual's residence. The media has also reported on the misuse of government vehicles and filmed individuals and vehicles at locations not so appealing to the public.

The potential for accidents to occur is increased when vehicle operators do not drive safely, sensibly, and obey the law. Accidents are costly and often result in serious injuries and human tragedy. The Army requires commanders to enforce and reemphasize that all users of government vehicles should do so in accordance with all applicable federal, state and local laws and regulations. Public law requires that government-owned and government-controlled lease vehicles be used for official use only. Army policy on this issue is found in Army Regulation 58-1.

# The Dos & Don'ts in Using ASB Assets

Story and photos by Ralph Krulder, 1st Brigade APA

**T**he key to using the Accessions Support Brigade assets is to plan and then do some more planning. These assets just don't make an event happen on their own. They have to be used effectively to get the desired results — qualified leads.

It costs almost \$400 per day for one of the Adventure or Interactive Semis, Army Marksmanship Trainer and Orange County Chopper, and \$200 for the Mobile Exhibit Vehicle. Without planning, chances are that your event will not be as effective as it could be.

Planning for the ASB assets begins six to seven months in advance. When the battalion Advertising and Public Affairs office identifies events that they want supported, the nominations are submitted during the Accessions Targeting Board.

Once approved, the plan is distributed to the battalion Advertising and Public Affairs office, who then informs the local company that they have an asset coming. This is when the company or recruiting station needs to start its planning.

Advertising, booth space and other coordination can now be negotiated. The planning and coordination should be constantly updated and improved upon with adjustments being made to the plan. Event locations should be reconnoitered ensuring that asset will fit in the assigned space.

Electrical power to run assets as well as signage and display areas must be identified. If a rock wall is to be used, permits must be obtained. Because some of the ASB assets include weapons, coordination with the hosting activity must be accomplished. If this coordination is not conducted, there is a chance that the asset may not be permitted.

## Prior to the Event

Two to four weeks prior to the event an ASB representative will call confirming the date, time and location of the event. The USAAC Form 111, Strategic Asset Support Request, needs to be completed and submitted to the brigade APA, no later than 30 days prior to the event. This coordination is essential in order to go over routes the ASB asset will travel and to identify any difficulties the vehicle may encounter.

Consideration on bridge weight limits and narrow roadways or inter-city traffic patterns all impact the vehicle's arrival at the event. Additionally, support requirements the ASB personnel need in order to run a successful event will be identified. ASB Soldiers will be able to run their asset, but additional recruiter support will be needed to gather leads and talk to prospective applicants.

Normally, the ASB asset will arrive the day or evening prior to the event. Site set-up and preparation is critical for the successful execution of the event. Recruiters need to supply tables, chairs, EZ Ups, additional signage, RPIs, PPIs and most importantly — leads cards. A standard lead card should be used for the entire event.

Recruiters should not bring their own individual lead cards. Lead cards will be collected after each day of the event by the ASB personnel or the senior recruiter on the ground. Too many leads get lost if there is more than one type of lead card or more than one person collecting them.

When possible, try incorporating multiple combat multipliers at the event to enhance the Army presence. TAIR assets or Army Reserve units, along with either Soldiers or equipment, used in conjunction with the ASB asset will increase the Army presence and be more attractive to the population.

Future Soldiers, HRAPs and SRAPs can further enhance the



**The Golden Knights are yet another successful asset of the Accessions Support Brigade. After jumps, crowd interaction with the Knights is always popular.**

event by helping the recruiters prospect and run certain assets. But remember, Future Soldiers, HRAPs and SRAPs are not recruiters, so don't employ them as one. They are there to support the recruiters and drive traffic to the recruiting booth. They should augment the efforts of the recruiters and assist, but will never be left behind the recruiting table by themselves. Valuable leads could be lost because the Future Soldier does not know answers to simple questions and cannot speak on behalf of the Army.

There will never be enough PPIs to go around for every event in the quantities desired, so use them wisely. There are many types of PPIs, some more valuable than others, and prior planning on how to use them must be coordinated between the ASB and recruiting personnel.

### Control High Value Items

High value items such as T-shirts, baseball caps and water bottles, should be kept out of the reach of the general public. They should be seen, but someone will have to ask for one to get it. This is where the recruiter must determine if the individual should receive one. Most importantly, always get a lead card for these. It's hard to say no, but if you give away desirable items to nonqualified individuals, you won't have any for the qualified ones.

On the recruiting table, display pencils, pens or key chains, so anyone can get one, but be more selective on the higher dollar valued items. You should say these are reserved for qualified applicants, unless they know someone who is interested in the Army. Then they become a center of influence and valuable to your efforts. If not, politely tell them you cannot to give the items away without a lead card.



**Inexpensive PPIs are accessible to the general public. Higher value items are placed behind the table and given out once the recruiter gets a lead card.**

### Don't Stand Behind the Table

Interacting with the crowd is a key component of your recruiting efforts. Don't stand behind the table and wait for people to come to you. Go out and talk to people, direct them to your area and be seen. All too often the location of the Army display is not in high traffic areas, so you have to let the people know you are there. If you have one of the semis, position a recruiter at the

exit to interact and talk to the people as they leave the vehicle. Don't just let them walk away with questions on their mind. Ask how it was, what they liked and get them to open up. If you let them walk away without talking to a recruiter, they will.

Upon completion of the event, or at the end of every day, lead cards will be collected. The local company or recruiting station gets one copy, the other gets forwarded to the collection agency for input into the leads database system.

This is your bread and butter; but don't hesitate to start calling the prospects immedi-

ately. If you wait until after the event is over, the prospect may lose the interest they had after visiting your display.

### Conduct An After Action Review

Additionally, an After Action Review should be conducted at the end of each day to determine what went right and what went wrong. Adjustments should be made to improve the event and get the maximum effect out of it. Once the event is complete, submit the AAR to your battalion APA, and contact your leads if you haven't already done so.

Conducting events with ASB assets is complex, challenging and often time consuming, but it can be rewarding. Maximize your efforts to get the most out of the event, but the most important part is to plan and then plan some more. Your mission depends on it.

# Worth Their Weight in Software ... the Battalion Application Trainers

Story and photo by D. Charone Monday, Columbus Battalion

Just as bats in the natural world keep the insect population under control, the USAREC Battalion Application Trainers, or BATs, keep “computer bugs” from hindering our recruiting efforts. The program, less than one year old, is growing in momentum and acceptance from recruiters in the field.

In the past, if there were questions concerning existing or new recruiting software, there was no easy way of getting answers. Since the IMOs were more on the hardware side, and the help desk had a tremendous workload handling network, hardware and software issues ... there was no dedicated resource to train the recruiters on the new and changing applications. To help eliminate this training shortfall, USAREC instituted the BAT program.

There are two BATs at the Columbus Battalion, Steve Merry and Bob Fornal. Collectively, they are out in the field every day.

“When we first started, the recruiters were a little leery of us, wondering if we were coming out to ‘check up on them’ or if we were going to waste their time with what they might consider unnecessary training. But once they began to see the value to what we were doing, they warmed up to us. They understand that we give them ‘personal attention’ in a timely fashion,” said Merry.

Often, when Merry and Fornal go to a station, other issues will arise that interrupt the training. Because of that, the formal side of the training is kept short, something that can be covered quickly and easily. According to Merry, “After we complete our class, the recruiters will ask us about other software issues. We help them with the various applications they may have forgotten, programs that are not functioning properly or with an update they didn’t receive.”

One major benefit the BAT program offers over the help desk is the availability of the trainers. According to Fornal, “We know that recruiters work in the evening and on weekends, and when there’s a problem, they need help right away. That’s why we make ourselves available by phone any time or any day of the week.”

When Fornal first came onboard, it was hard to get the recruiters to contact him rather than the help desk. But now, he’s getting regular e-mails and phone calls because the recruiters see value in his ability to come and help them. Being onsite with a laptop enables him to assist them faster.

Though the BATs are on the road constantly (trying to get to each station at least once every two months), the biggest challenge is just keeping up with the changes. Fornal has also found that sometimes answering the questions over the phone can be a real challenge.

According to him, “If I’m not on site, I don’t have the advantage of being able to sit down and look over the recruiter’s shoulder and see exactly what they are doing right or wrong. It’s hard to tell if they are clicking on the right place or if the terminology they’re using is correct. When I’m looking at the screen with them, correcting the problem becomes a lot easier.”





Since there are issues that the BAT training will not be able to solve, we’ll always need the IMOs and the help desk too. And one thing’s for certain, with all three ... every recruiter should be able to “conquer” any software woe.



**Bob Fornal, Columbus Battalion Application Trainer, helps Staff Sgt. James Rainwater during a recent BAT session.**

# Military Services (Active) Comparison Chart

Information is current as of June 19, 2008, and is a reference only. Options and benefits for all services are subject to periodic change.

SERVICE OPTIONS	 ARMY	 NAVY	 AIR FORCE	 MARINES
Enlistment Tours	2-6 Years	3-6 Years	2, 4, 6 Years	Limited 2-Year (NCS Prog) & 3 Yr 4-5 Years (99% of Recruits)
Age	17-42	17-40	17-27	17-28
MOS Enlistment Bonus	2-6 Year \$2,000 - \$40,000	6-Year (NPS) \$5,000 - \$40,000	4-6 Year \$3,000 - \$12,000	4-5 Year \$3,000 - \$12,000
Maximum Enlistment Bonus Amount	2-Year (\$20K) 3-Year (\$30K) 4-6 Year (\$40K)	6-Year (\$40K)	4-Year (\$6K)* 6-Year (\$12K)*	Limited MOS (\$12K) Limited 4-5 Year (\$12K)
Guaranteed Training	Over 150 jobs 2-6 Year Enlistment	Over 80 jobs 2-6 Year Enlistment	Select occupation or 1 of 4 career areas based on preference/ASVAB	Specific fields guaranteed 4-5 Year Enlistment
Guaranteed Assignments	3-6 Year Enlistment 2-Year Hi-Grad	2-6 Year Enlistment Choose East or West Coast	-	4-5 Year Enlistment East and West Coast or overseas
GI Bill	2-Year (\$32K) 3-6 Year (\$39K)	2-Year (\$31K) 3-6 Year (\$37K)	2-Year (\$31K) 4-6 Year (\$37K)	3-5 Year (\$38K)
College Fund (Combined w/ MGIB)	2-Year (\$37K) 3-Year (\$52K) 4-Year (\$63K) 5-Year (\$70K) 6-Year (\$73K)	3-6 Year (\$350 - \$550 per month) Nuclear Field TSC I (\$950 per month)	-	4-5 Year (\$52K)
Loan Repayment	\$65,000	\$65,000	\$10,000	\$10,000 (NCS Only)
Quick Ship Bonus	\$3,000 - \$20,000	-	-	\$3,000 (Jan -Dec)
Hi-grad Bonus	\$3,000 - \$8,000	\$2,000 - \$8,000	-	-
Airborne Bonus	-	-	-	-
Civilian Acquired Skills Bonus	\$5,000	-	-	-
2k Referral Bonus	Yes	-	-	-

NOTE: This chart was staffed through USMC, USN, and US Air Force Recruiting Command Policy offices. Point of contact is Master Sgt. Darin Otjen, 6-0142.  
- Does not have incentives or programs in this area.

# Eagles Go Back to School

By Andy Entwistle, Albany Battalion

The Albany Battalion, “Eagles,” have developed an innovative approach for integrating new station commanders and reinforcing the training of those already on station. The three-day Eagle Leadership Academy, under the direction of battalion Command Sgt. Maj. Benny Kinsey, graduated its first class of 14 in early June.

With a year of travel through the battalion’s seven companies under his belt, Kinsey identified shortfalls in a number of areas that require proficiency and uniformity from the station commanders. He then met with the battalion staff to determine the training required and lay out objectives for the training, which is tested with quizzes and a final exam.

The curriculum is taught by subject matter experts from the staff and the companies. A total of 18 classes, generally an hour long, were taught by nine instructors. Day 1 began with a diagnostic APFT and included classes on DSRPT, market share, recruiter centric networking and contract placement. The first day closed with a quiz on the material covered.

Among the topics on Day 2 were writing effective NCOERs, planning a recruiting event, understanding AR 610-210 and the waiver process. Day 3 began with classes from the Education

Services Specialists on penetrating schools and school folder maintenance, guidance counselor interviews and a class on stress management. At the close of the third day the students had two hours for a comprehensive final exam before closing remarks from Kinsey.

Each student completed a UF 967, training record, for each class, which will become part of their unit file along with the final exam.

Because the battalion intends to run the Eagle Leadership Academy monthly, feedback from the first class was vital to improving the product. Overall, the comments were positive.

“The classes were driven toward learning more advanced techniques,” said Sgt. 1st Class Ron Davis, an experienced station commander from Bennington, Vt., who also appreciated the interactive nature of the training.

These remarks pleased Operations Officer Tony Urban, who set the training schedule.

“We know that there is a lot they can learn from each other,” said Urban, adding that such interaction is also why the classes include a mix of new and seasoned station commanders.

“A station commander newly assigned from another brigade may have an outlook on these subjects that we can use to our advantage,” Urban said. At the same time, he noted one purpose of the academy is to reinforce standardization across the battalion’s large footprint.

Another key planning feature was Kinsey’s insistence on training to standard, not to time.

“We put a lot of effort into developing the classes,” said Kinsey, “but the interaction, which we want, is a variable we could not rehearse. So we anticipate having to be flexible with the training schedule, especially this first time, then we’ll adjust for next time based on our experience.” To this end, the instructors were told to teach the class as prepared and not cut or abbreviate material to meet a time hack.

Kinsey held an after action review each morning to capture lessons learned from the day before. Following the first academy class, the instructors also reviewed the UF 967s and student comment forms to look for ways to improve the next session. One point that pleased the planners was the number of student comments that praised the topics selected for training.

“That validates our initial assessment,” Kinsey said. “The classes we choose have to be relevant for the academy to have credibility. We’ll continue to evaluate, of course, and add or subtract classes as necessary.”

Overall, both he and Battalion Commander Lt. Col. Ken Sullivan feel that the first Eagle Leadership Academy was a success and that the program will meet the goals they set for it.

“I told the Soldiers that we were laying a foundation they could build on for the rest of their time in recruiting,” Sullivan said. “A lot of effort went into this, but I think we’ll see the payoff in a relatively short time.”



The three-day Eagle Leadership Academy, under the direction of Battalion Command Sgt. Maj. Benny Kinsey, graduated its first class of 14 in early June. Photo by Jane Spass

# The “Motor Voter” Act

## —ACTION STEPS UP FOR ELECTION YEAR

Recruiting offices of the Armed Forces have been designated as voter registration agencies by the National Voter Registration Act of 1993.

“Due to the importance of the upcoming presidential election, the program must be strictly enforced,” said Erick Holvershom, G3 Plans and Policy office. “USAREC must do its part to ensure all Americans have the opportunity to vote.”

USAREC G3 has responsibility to execute this program and to ensure reporting timelines to the Department of the Army. G3 will interface with brigade headquarters to ensure requirements are met.

Recruiting brigade, battalion, and company commanders will designate a single point of contact to interface with the next higher headquarters on matters concerning the NVRA and ensure subordinate elements are trained to accomplish requirements.

A quarterly report will be submitted to USAREC, RCRO-PPR, no later than five days after the end of each quarter. The report will consist of a roll-up of the data required on USAREC Form 1079, Registration Application Summary. The report will be e-mailed to Erick.Hoversholm@usarec.army.mil or craig.hughes@usarec.army.mil.

Station commanders are responsible for the program. Station commanders will ensure recruiters are trained and adhere to the procedures outlined in USAREC Message 08-138.

Forms and instruction booklets must be kept on hand. Booklets and forms can be downloaded at <http://www.fvap.gov/nvra/nvra.html>. Mail DD Forms 2644, Voter Registration Application, to designated state election officials no later than Friday each week.

During initial face-to-face interviews, prospect’s will be asked if they are registered to vote. The prospects record will be annotated in the recruiter work station applicant record. If their answer is yes, no further action is required. In the case where a prospect’s answer is no, and they are 18 years of age or older, the recruiter will ask the prospect to complete DD Form 2645 (Yes/No form). Once the Form 2645 is signed, the recruiter reviews the form and takes one of the following of actions.

If the prospect answers yes on the form, the recruiter provides DD Form 2644 and assists the prospect in completing and mailing the form. Each state has different instructions, so

the instruction booklet for completing Form 2644 must be used. Once the 2644 is complete, the recruiter will give it to the station commander for processing.

If the prospect answers no on DD Form 2645, the recruiter provides the station commander with the completed form and no further voter registration action is required.

The prospect may elect not to complete the 2645. The recruiter will not press the issue or try to convince the prospect to complete the form.

For nonprospects and other U.S. citizens, according to the NVRA, recruiting stations are locations where citizens may fill out voter registration applications. Citizens may take the application home or accomplish the task in the station. The citizen may request that station personnel mail the application. Recruiters will provide the same courtesy to all citizens who request assistance as they would if the citizen were a prospect. The station commander will maintain USAREC Form 1079. This form will include the number of

people assisted for recruiting services, number of DD Forms 2644 and DD Forms 2645 completed, and mailing and postage. This report is compiled by the state quarterly and reported through the chain of command to the next higher headquarters.

Station commanders will safeguard DD Forms 2644. Completed forms will be stored as screening test materials and as bus tickets. Completed Forms 2644 will be mailed to the designated state election officials no later than Friday of the week completed. Strict accountability of the completed forms must be maintained.

The station commander forwards the completed DD Forms 2645 to the battalion headquarters no later than five working days after each recruit ship month.

Information on NVRA can be found at <http://www.fvap.gov/nvra/nvra.html> or on the USAREC portal, G3, Plans Division, Programs Branch, NVRA. Contact Programs Branch for clarification at 1-800-223-3735, ext. 6-1538/6-1586.





Photo by Steven Brown

# Recruiters Prepare *for* Back to School



# Partnering with the School Community

By Steven Brown, Education Services Specialist, Kansas City

**P**artnering — we see it everywhere. Fast food chains partner with movie studios. Pharmaceutical companies partner with universities to gain access to research money. PaYS, the Army's Partnership for Youth Success, joins with business and government to provide Soldiers with a choice of jobs after enlistment. But partnerships have special value for the recruiter.

In many communities, recruiting continues to struggle with a reputation as “takers” rather than “givers.” Some community leaders avoid contact with recruiters, not realizing that recruiters are a great resource.

March 2 Success is one program where schools and the Army can partner to support a school or district. The outcome for both the school and the district is improved exit exam scores, additional funding through the No Child Left Behind Act, and improved ACT and SAT scores for the students.

One strategy is to request that a school voluntarily test the Army's claim that M2S will improve their overall test scores and will enhance student success by achieving higher average scores on the ACT and SAT results. They will lose nothing, and it is cheaper than paying for a test prep program, which may cost the school or the district thousands of dollars. Their program could well be developed by the same people who developed M2S.

Once this partnership is established, the recruiter contact increases, and the service to the school is highly visible.

Recently, at a Job Corps Center, a recruiter had students actively using M2S when a visiting director saw a student using the system. She was so impressed with what she saw she sat down with the student and joined in. They collaborated on the answers and discussed the value of the program. The student was obviously engaged by the exercises, and so was the Ph.D. director.

The director approached the education specialist and wanted to have the program set up at the Job Corps site where she was based. A new partnership was begun.

## Kansas City Battalion Partners With Inner City School

The school is in a 100-year-old building. While conducting team building activities, we had a chance to walk around and see the campus's poor state of repair. The APA chief and a handful of volunteers began visiting the campus and repaired and refinished the seating in the auditorium. The ESS partnered with school service organizations such as SkillsUSA, Future Business Leaders of America, Family Career and Community Leaders of America and gathered more than 600 volunteers to renovate, repair and landscape the old campus.

As a result of the publicity, the school's enrollment doubled in 07-08 school year, from 425 students to 815 students. Here, the Army had an impact on the community. Partnering impacted our reputation and the media gave the Army credit for its effort.



**Faculty from the Herndon Career Center in Lee's Summit, MO, work along side student and community volunteers on a landscaping project at Westport High School in Kansas City, Mo. Photo by Steve Brown**

## USAREC Establishes Partnership

USAREC sponsored a conference with the National Consortium of State Guidance Leadership in May. The consortium is comprised of guidance and counseling leaders from across the county. Representatives from 36 states and four U.S. territories participated in the Education Leadership Summit held in Louisville, Ky. These are some of the policy makers who influence programming at the campus level in America's schools.

The partnership arose from active participation by two Army education specialists looking for ways to add to USAREC resources. This partnership gained access to top leaders and, in turn, these leaders were introduced to representatives of the Army's top military and civilian leadership.



**A faculty volunteer from the refrigeration and heating program at the Herndon Career Center in Lee's Summit, MO, shows volunteers how to clean air conditioning units at Westport High School in Kansas City, Mo.**

There were 66 state leaders present at the summit who have committed to support Army recruiting. The extent of this commitment goes from attending educator tours, providing electronic links in state or professional news bulletins or Web sites, providing March 2 Success support for inclusion in state curriculum, to state proclamations endorsing the ASVAB and March 2 Success. The Kansas City Battalion gained the ear of these top educators, and we provided an opportunity to use the Army as a resource.

### Partnering With Army Leadership

One additional example is a recent college educator tour to the Army's Lewis and Clark Center, which is home to the Army Command and General Staff College. Wanting to showcase the best teaching facility to college leadership, the Kansas City Battalion introduced faculty guests to the Army's leadership training. We invited them to partner with us and hold leadership conferences at the Lewis and Clark Center. Three guests have already made plans to join forces with the Army and one of the deans wants to conduct a leadership conference for colleges around the Kansas City Metro. This means opportunities for recruiters and company commanders to partner with individual campuses.

College campuses are a weakness as far as many of our recruiters are concerned. We targeted the college administrators so that we can open up possibilities for recruiters. It is beginning to work for us. They now see the potential in partnering with the Army.

The partnerships must begin with a recruiter selling the importance of Army sponsored programs such as M2S or the ASVAB Career Exploration Program. It means company commanders meeting principals or district superintendents and letting them know we have something that will make a differ-

ence for their school. It also means education specialists opening doors and looking for opportunities to partner with leaders in the education community. It is the relationship that we have with our target audience that develops into a partnership.

To quote a Texas education representative, "Bringing together state leadership with partners like the Army is important." All we have to do is take that first step.

## School Year Preparation, the Basic Steps

*By Terry Backstrom, USAREC Education Division*

**T**he school-recruiting program is a well planned and coordinated effort designed to create positive awareness and interest in Army programs among students, educators, parents and centers of influence within the community. Although the recruiting mission over the past couple of years has focused on the grad market, you cannot effectively recruit without a foothold in the schools. Here are some of the basic steps to help prepare you for the upcoming school year.

- ◆ Initiate school folders.
- ◆ Review annual battalion school plans.
- ◆ Contact summer graduates.
- ◆ Attend summer school activities.
- ◆ Visit college administrators, career centers, financial aid offices, the registrar, etc.
- ◆ Meet with ConAP representative or Veterans Affairs Officer.
- ◆ Schedule high school ASVAB testing.
- ◆ Provide March 2 Success information to school officials and community leaders.
- ◆ Obtain faculty lists and updated school information.
- ◆ Request battalion support resources, programs, materials, etc.
- ◆ Visit the PMS for ROTC and/or JROTC.
- ◆ Restock RPI racks with updated promotional materials (i.e. 2008 High School Program Guide, March 2 Success brochure, ASVAB CEP, etc).
- ◆ Schedule class presentations for the fall.
- ◆ Offer your assistance as a mentor, assistant coach, or with back-to-school activities.

These are the basics, the obvious. Check the status of each. Ask yourself "How can I be more creative?" Then add your own ingenuity to the mix. Even the basics can improve with a fresh innovative look.

# Partnering with Career Centers

By Dr. Eileen Van Kavelaar, Education Services Specialist, Indianapolis Battalion

Career centers, sites where students go to attend vocational skills courses, are a great source for potential Army partnerships. In many areas of the country these career centers are still called vocational-technical schools and usually service about six to eight surrounding area high schools. The centers and schools provide specialized facilities and staff needed to teach classes related to specific occupations. These courses include agriculture, automotive technology, building and construction, business, computer technology, criminal justice, culinary arts, engineering, health occupations, robotics, veterinary science, and welding. Although they are not independent high schools, career centers have their own staff, teachers, calendar of events, and Web sites.

Career centers are also affiliated with student organizations such as:

- ♦ Delta Epsilon Chi Association and Future Business Leaders of America — for students interested in business and marketing
- ♦ Future Farmers of America — for students interested in agriculture
- ♦ Project Lead The Way — for students interested in engineering.
- ♦ Skills USA — for students interested in any of the occupations taught at Career Centers

These student organizations offer activities to help students prepare for employment. In addition to helping students learn job-specific skills, they also teach the skills necessary to be successful in the workforce such as communications, leadership, team work and work ethics. They sponsor student conferences at the local, regional, state and national levels. These conferences include championships and competitions for students to demonstrate their skills.

As the new school year begins, remember to visit career centers. Check the calendars on their Web sites for events recruiters can support. A few ideas for assisting career centers are listed below.

- ♦ TAIR — Many TAIR teams demonstrate skills taught at career centers. Check to see if a TAIR team can be scheduled.
- ♦ ASVAB — If the feeder schools are not offering the ASVAB, sometimes the career centers will schedule the test.
  - ♦ Educator tours — Invite career center teachers and directors to take part in educators tour – after all, the Army is the largest vocational skills trainer in the world.
  - ♦ Student organizations — Find out which teachers are involved with Skills USA, Project Lead The Way, DECA, or FBLA. Volunteer to help with their events. Soldiers with a related MOS may be able to help judge at student competitions. Check to see if there is interest in placing an Army asset at an event, e.g., the rockwall.
  - ♦ Take related RPIs/PPIs to career center instructors. For example, computer labs can use mouse pads, engineering students can use the periodic elements tables.
  - ♦ Classroom presentations — Offer presentations at career centers. In addition to speaking about Army opportunities, recruiters with an MOS related to courses taught at career centers can offer presentations related to their occupational specialties. All Soldiers can offer presentations related to leadership and teamwork.

A partnership is a cooperative relationship for achieving common goals. Career center goals are directly related to many of the Army's training goals: teaching vocational skills, leadership, teamwork and work ethics. So consider establishing partnerships with career centers as a "back-to-school" initiative.



Every year recruiters in Kansas City bring their teamwork, leadership and communication program to a leadership seminar held at Olathe East High School. Above students attempt to team ski with minor frustration. Photo by Marissa Vitug, Kansas City Battalion

# Leveraging the Gap Experience

## “The Army Way”

By Mark Mazarella, Harrisburg Battalion ESS

Let's face it, if most high school guidance counselors had their way, nearly all of their seniors would be attending college next fall. That's at least partly because the perceived quality of a high school is often measured in terms of the percentage of its graduating seniors who go immediately on to college.

Statistics from the Department of Education show approximately 60 percent of the three million graduating high school seniors in the United States this year enroll in a two-year, four-year or technical college immediately following graduation. Sadly, according to the College Board, nearly 30 percent of these students won't return for their sophomore year. This high attrition rate is often attributed to students' lack of maturity, self-discipline, motivation, or inability to pay ever-rising college costs which, today, can easily average \$10,000 - \$20,000 per year.

A growing number of college-bound high school students are postponing the traditional march straight into college after high school. Instead they are opting for a “gap experience”—deferring enrollment in college for a semester, a year, or even

two years in order to “experience the world” and expand their horizons through travel, volunteer work or pursuing some interest prior to commencing their formal postsecondary education. What has been a tradition for decades in the U.K. and Australia, the “gap year” or “gap experience,” is now finding its place among a growing number of students in the U.S.

For example, in an Associated Press article posted to CNN.com, John Bloch of Cincinnati, Ohio, an aspiring culinary arts major, said he's postponing his freshman year to spend 10 months as an AmeriCorps volunteer teaching underprivileged children, building homes for Habitat for Humanity and cutting trails for the National Park Service.

“It's just a personal choice of mine to help and support the country and learn more about myself, the community I live in and the United States as a whole,” he said. That same AP article stated that around the same time Perrin Ireland will head to Honolulu, Hawaii, to assist in a research project with dolphins, her former high school classmates will be cracking college textbooks. While they're brushing up for fall semester finals, Ireland plans to be in South America taking Spanish lessons. The end of their freshmen year will find Ireland in Greece, studying Aegean art and creative writing.

Not only are many colleges amenable to deferring admission for students, some, such as Harvard University, actually recommend a year off before starting classes as a means to mature emotionally and intellectually. Princeton University President Shirley M. Tilghman has appointed a working group to explore the creation of a “bridge year” program that would allow newly admitted undergraduates to spend a year of public service abroad before beginning their freshman year.

Photo courtesy of Phase 4 Learning Centers, Inc.



“This bridge year initiative lies at the intersection of two high priorities of Princeton,” Tilghman said. “One is to increase the international perspective of all students, which this program would do both through the direct experiences of those who participate and the insights they share with other students when they arrive on campus. The second priority is to expand Princeton’s commitment to the service of all nations by encouraging students to spend time abroad engaged in meaningful service activities to which they can devote their full energies.”

“While there is significant peer pressure, parental pressure, and school pressure to go right on to college, the adventurous few who take time off are richly rewarded,” says David Rynick, executive director of Dynamy Internship Year (MI). “Taking time off before college gives you the gift of time to learn about two essential things: yourself and the world around you.”

When opting for a gap experience, the student will normally apply and gain acceptance to college, then request a deferral of up to two years in order to pursue some worthwhile activity or area of interest before reporting for their freshman year. According to Ann Larson, a senior associate director of

experience becomes more popular and hence more acceptable in the U.S., and high school guidance counselors become more familiar with the practice, informed counselors may be more willing to suggest the Army as an appropriate gap experience for those seeking to

defer college for up to two years. As a recruiter, it is your job to ensure your guidance counselors understand that the Army is an excellent gap option.

For example, many influencers assume military service is automatically a three or four-year commitment. Therefore, when talking with guidance counselors, recruiters should emphasize that there are other options, such as two-year enlistments, as well as Reserve duty, so that the counselor understands that the Army may be the perfect gap experience for certain individuals, providing opportunity for training, travel, adventure, and service to nation.

Additionally, whereas other gap experiences can cost an individual anywhere from \$10,000 to \$30,000 and are often with little or no pay, the Army’s generous educational benefits will make it easier to pay for college when they do enroll. These individuals will have the added benefit of the discipline,

## A growing number of college-bound high school students are postponing the traditional march straight into college for the GAP experience

admissions at Miami of Ohio, “We really have no problem with students taking gap years. It’s very positive what they bring back to the university. It’s a maturing experience.”

While hard statistics are lacking, many educators and college admissions professionals believe students who defer college admission for a gap experience enter college better prepared, more mature, and as a result, get better grades and have a higher probability of completing college than their peers who had no “gap” following high school. According to Larson, the university grants deferrals for medical issues, military service, study abroad and other reasons on a case-by-case basis.

So what does this “gap phenomenon” mean for USAREC, and more importantly for you, the Army recruiter? As the gap

motivation, and commitment — as well as the Army Values — instilled to help them succeed in college and beyond.

For the right individual, an “Army gap experience” is a win-win situation for all. The student benefits from all the Army has to offer in terms of training, discipline, teamwork, service to nation, and adventure, as well as the new “GI Bill for the 21st century.”

The Army gets a college-capable Soldier. The guidance counselor can count the student as “college bound,” especially if the student has been accepted to and granted a deferment from college. And the parent will be reassured that their son or daughter will have both the money to help pay for college, and the discipline, motivation and self-awareness to succeed.



Deputy Secretary of Defense Gordon England and Deputy Secretary of Education Raymond Simon sign a Memorandum of Understanding June 25 at the Pentagon formalizing a partnership between both departments to provide educational opportunities for military students. Photo by Margaret McKenzie, FMWRC Public Affairs.

## Agreement Eases Transition for Military Children

By Margaret McKenzie, Family and Morale Welfare and Recreation Command

Deputy Secretary of Defense Gordon England and Deputy Secretary of Education Raymond Simon signed an agreement at the Pentagon, June 25, to work together to ease transition challenges for military children.

The Memorandum of Understanding formalizes the partnership between the two agencies. The agreement is designed to establish a collaborative framework between the Department of Defense and the Department of Education to address the unique challenges military children face as they transition from one school to another as their parents are assigned to different installations.

“We have a long-standing, positive working relationship with the Department of Education,” said England. “The ongoing relocation within the Department of Defense has created an urgent need to enrich and expand this relationship and other partnerships with military-connected communities to ensure the best possible educational opportunities for military students.”

England said his children are products of the public school system and that he graduated from the University of Maryland.

“I will tell you something about our magnificent men and women who serve this great nation,” said England. “They will give their lives and limbs for their country; they will not sacrifice their children.”

He said children of military members have the right to an outstanding education and will not relocate where they don’t have good schools.

“That is where they draw the line and they are right,” said England. “Their children deserve to have a good education and so we have an obligation both as a department and as a nation to make sure not just the children of the military, but frankly all

the children of the United States of America get the absolutely finest education.”

Thousands of military students are moving as a result of base realignment and closure, as a result of global rebasing and other force structure changes.

Of the 1.2 million school-age military students, only eight percent attend DOD schools; the remaining 92 percent attend America’s public, charter, private, independent and parochial schools across the nation.

In his opening remarks, Deputy Secretary of Education Raymond Simon talked about his participation in a school accreditation process in Germany and a meeting of the advisory council on military dependents education that he attended.

“The one thing I took away from that meeting was the absolute commitment from command and senior leadership of our Armed Forces for a quality education for their children,” he said. “That commitment included the personal attendance, for several hours, of the commanding general of the U.S. Army in Europe.”

Five children participated in the signing ceremony. Jhendayi Bryant, Aaron Naquin, Rebekkah Orrell, Daniel Lind and Justyce Graves recited the Pledge of Allegiance as their parents looked on.

“It is a great honor to be here, said Maj. Gregory Orrell, Rebekkah’s father. “I think this is really special for my daughter to see something that will affect her for most of her school years, especially with the amount of times that I will move in my career. This is something that will affect her life.”

Rebekkah said it was fun and she was excited.

“The agreement we sign today will honor that commitment and honor the sacrifices these families make every day,” Simon said.

# 10

## Ten Things Motorists Should Know About Motorcycles

*Motorcycle Safety Foundation*

**1** More than half of all fatal motorcycle crashes involve another vehicle. Most of the time, the motorist, not the motorcyclist, is at fault. There are more cars and trucks than motorcycles on the road, and some drivers don't recognize a motorcycle — they ignore it — usually unintentionally.

**2** Because of its small size, a motorcycle can be easily hidden in a car's blind spots (door/roof pillars) or masked by objects or backgrounds outside a car (bushes, fences, bridges, etc). Take an extra moment to look for motorcycles, whether you're changing lanes or turning at intersections.

**3** Because of its small size, a motorcycle may look farther away than it is. It may also be difficult to judge a motorcycle's speed. When checking traffic to turn at an intersection or into or out of a driveway, assume a motorcycle is closer than it looks.

**4** Motorcyclists often slow by downshifting or merely rolling off the throttle, thus not activating the brake light. Allow more following distance, say three or four seconds. At intersections, assume a motorcyclist may slow down without visual warning.

**5** Motorcyclists often adjust position within a lane to be seen more easily and to minimize the effects of road debris, passing vehicles, and wind. Understand that motorcyclists adjust lane position for a purpose, not to be reckless or show off or to allow you to share the lane with them.



**6** Turn signals on a motorcycle usually are not self-canceling, thus some riders, especially beginners, sometimes forget to turn them off after a turn or lane change. Make sure a motorcycle's signal is for real.

**7** Maneuverability is one of a motorcycle's better characteristics, especially at slower speeds and with good road conditions, but don't expect a motorcyclist to always be able to dodge out of the way.

**8** Stopping distance for motorcycles is nearly the same as for cars, but slippery pavement makes stopping quickly difficult. Allow more following distance behind a motorcycle because it can't always stop on a dime.

**9** When a motorcycle is in motion, see more than the motorcycle; see the person under the helmet, who could be your friend, neighbor or relative.

**10** If a driver crashes into a motorcyclist, bicyclist or pedestrian and causes serious injury, the driver would likely never forgive himself/herself.

## Recruiter Puts Combat Medic Skills in Action

By Cathy Pauley, Sacramento Battalion

Sgt. 1st Class Kent Smith was an Army combat medic before he was assigned to recruiting. Last month, Smith put his medic skills in action to help two little girls among the 23 injured when a ride at the Calaveras County Frog Jubilee broke, scattering riders across the cement. Ten days later, he attended to a motorcycle accident victim.

“A little girl came up to our Army booth and said, ‘I don’t know if you need to know, but the Yo-Yo (ride) just fell,’” Smith said. “It took a second to register what she was talking about.”

Smith said the ride was one of the larger ones and he actually expected the situation to be a lot worse.

“I was on the scene a minute or two after the accident,” said Smith. “There were already three or four responders there. I approached the sheriff at the barrier and identified myself as an Army medic.”

The medic’s training kicked in as he was directed to his first patient. Smith provided C-spine control and started communicating with the little girl and watched to make sure she had a clear airway. Smith helped emergency medical support personnel put her on a spine board and load her into the ambulance that

took her to the MEDEVAC helicopter. Smith then helped put a second child on a spine board to be flown out.

Smith’s medic training was put to use again 10 days later when he was driving through Angels Camp, Calif., and traffic was stopped. A motorcyclist had been hit and was lying on the road.

“I saw the rider on the street and a couple of people coming up to him,” Smith said. “Apparently it had just happened so I got out of my car and went to work.”

Smith was able to help stabilize the motorcyclist, who had a compound fracture on his lower leg, until emergency medical support arrived.

Smith said it’s all about the training.

“As combat medics, we train to react to mass casualty incidents. We’re trained under stress to be able to react under stress. What I did was really nothing. We have outstanding medics saving lives every day overseas. It’s good to appreciate medics, but we’re just doing our job.”

Smith said, “It’s not volunteering; I have an obligation to act.”



Rochester Recruiting Company has sponsored a race car in an effort to try to produce new leads in a different market. Station commander Staff Sgt. Mark Zajonczkoski works as part of the crew as well. His station is also allowed to set up a booth at all races. “It’s very appealing to the younger market,” said Zajonczkoski. Photo by Melissa Zajonczkoski



## Titans Cornerback Talks With Future Soldiers

Story and photo by Lee Elder, Nashville Battalion

A starter for the NFL's Tennessee Titans and former world champion told Nashville-area Future Soldiers to go for their dreams and pursue them with all their might.

Titans cornerback Nick Harper drew more than 60 Future Soldiers to hear him tell about his football career and discuss his trip to Iraq last year visiting U.S. forces. He is a two-year starter with the Titans and was a member of the 2006 Super Bowl Champion Indianapolis Colts.

"You have to push through and push on," Harper said. "There were a lot of obstacles in my way, but I had to keep trying."

Harper, 32, had a very unlikely path to the NFL. He played his college ball at Fort Valley State, but was unable to compete his senior year due to an administrative error over a previous red shirt season. This ruling came down after the NFL Draft and he wound up playing the 2000 season in Canada.

"I had two kids by the time I was in college," Harper said. "I could have easily given up, but I wouldn't do that."

A Baldwin, Ga., native, Harper signed with the Colts the following year. He eventually became a starter on the team that went on to win the Super Bowl.

Harper wore his Super Bowl ring that particular evening — saying the pinnacle of success was reached only by working hard and being part of a team.

"I wore this for you," said Harper. "Everybody can't get one of these."

Harper stands just 5 foot 10 and weighs 182 pounds. It's a small stature in a game filled with Goliaths; yet he was one of the Titans' leading tacklers last season.

Besides helping the Titans return to the playoffs, Harper made a trip to Iraq with other NFL players. He was a part of a whirlwind 10-day trip visiting U.S. forces at 10 different base camps as part of the Gridiron Greats Tour.

"I felt safe the whole time I was with them," Harper recalled.

Harper also praised the Future Soldiers he spoke to on this evening. He thanked them for being willing to serve.

"I am so inspired by you," Harper said. "You risk so much so that your family and my family can be safe and for that I am appreciative."

While professional sports and the military are two different career fields, Harper closed by drawing a parallel. He urged them to give their all to whatever profession they choose.

"This is your career and you need to take it seriously," he said. "I was doing what the other guy wouldn't do; I had to work for everything I got."

Harper's host was Lt. Col. Samuel E. Williams, Nashville Battalion commander. Williams presented Harper with several items expressing the battalion's gratitude for Harper's willingness to come and speak to Future Soldiers. Among the items was a USAREC commanding general's coin.

"It says a lot about his character that he would be willing to come out and talk to us tonight," Williams said. "It means a lot when our star athletes would come and spend time with our Soldiers in Iraq."

Harper later signed autographs and took pictures with Future Soldiers and recruiters. He chatted with many as they stood in line and signed team pictures.

Harper said he hopes to continue his work with the Army. He plans to visit nearby Fort Campbell, Ky., soon where he would like to pursue his wish to fly on an Army helicopter.

Harper's appearance was well received by the local news media. Two local TV stations covered the event and both broadcast positive stories about Harper's visit.



Titans cornerback, Nick Harper, talks to Staff Sgt. Kenneth Woody, a Nashville recruiter, about his rise to the NFL.

## Recruit Changes Lifestyle to Join

By LaShonda Walker, Dallas Battalion

Diet commercials promising huge weight loss and a new life permeate the airwaves every day. One North Texas woman decided it was time-out for fad diets and time-in for a permanent life makeover.

Ashley Barrett-Carter knew it was time for a lifestyle overhaul the day she tried to put on a pair of jeans and they didn't fit the way she liked. As she stood in the mirror with tears rolling down her cheeks, she knew another diet wasn't the answer. Instead, she needed a complete life renovation.

Carter's been trying diets since the age of 14 and nothing ever worked for her, she said. With every temporary diet came more permanent weight gain.

"After being constantly disappointed, I realized diets are so short-term and I needed a permanent change in my life," said Barrett-Carter.

Her life overhaul required several ingredients to help her achieve her goal including: pre-portioning her meals, exercising regularly and the decision to join the Army. She always desired to be in the military because of her family's rich military heritage. Both of her grandfathers are war veterans and several of her friends had already joined the Army.

Tipping the scales at a personal record of 260 pounds, the 20-year-old took the first step toward her long-term goals by losing 20 pounds before she even went to see an Army recruiter. However, 240 pounds still exceeded her maximum allowable weight. Her recruiter was honest with her about the Army's standards, and what her target weight should be.

"Whenever we have a potential recruit who comes in and is overweight, we do our best to explain to them the physical fitness standards set by the Army," said Staff Sgt. Ryan Memolo, a Valley View station recruiter. "I really wanted her to join, so every time she came to see me I gave her a small goal to reach. For example, after our first meeting, I told her to lose 40 pounds and come back."

Ashley didn't leave Memolo's office discouraged; instead she left even more focused on her goal of losing the weight. She came back to his office after each 20 to 40 pound milestone. Carter started with small

steps like short cardio work outs and built up to doing cardio for an hour and a half a day, six days a week. She also incorporated weight training into her routine five days a week. Her family was so supportive of her, they replaced one of their living room couches with an elliptical machine to help her reach her goal.

"My mom decided to replace one of our couches with a single recliner chair and an elliptical machine so when the entire family got together to watch TV, I would be the only one without a seat so I'd have to get on the elliptic any time my favorite shows were on," said Barrett-Carter.

Continuing her education also played a major role in her life improvement endeavors. Challenging life situations forced her to drop out of high school, but she completed her GED three days later. Later she enrolled in college, and recently completed her associates degree at Richland College.

More than a year after beginning her quest for a new life, she met her weight loss goal and enlisted in the U.S. Army as an airborne medic and eventually plans to pursue a career in the Army as a registered nurse.



**Ashley Barrett-Carter, left, committed to a lifestyle overhaul. Right, more than a year after beginning her quest for a new life, she met her weight loss goal and enlisted in the U.S. Army as an airborne medic. Eventually she plans to pursue a career in the Army as a registered nurse. Photos courtesy of Ashley Barrett-Carter**



### Country Jammin'

Sgt. 1st Class Jamie Buckley performs at Country USA, a music festival in Oshkosh, Wis., June 28. Following Buckley's performance, nearly 100 future service members recited their oath of enlistment on the main stage. According to USAREC G7/9 Chief of Outreach, Rhonda Richards, more than 1,000 leads were obtained during the five day event. Battalions wishing to schedule the USAREC Entertainment Team, featuring Buckley, may request through <http://www.usarec.army.mil/hq/apa/eteam.htm> .

*Photo by OCPA-Midwest, U.S. Army*



Former Pittsburgh Steeler great and NFL Hall of Famer Terry Bradshaw stopped by the Meadville (Pa.) Station of Cleveland Battalion on June 6 to meet and speak with Army recruiters and to show his strong support to the military. Bradshaw made the unscheduled stop while on his way to Allegheny College, where he was scheduled to give a motivational speech. A local COI knew Bradshaw's promoter but the promoter said there wasn't enough time to allow the stop. When Bradshaw heard about it, he said he'd make the time, stopping in long enough to meet the Soldiers and sign a few footballs. Pictured above are Sgt. Kenneth Foss, Bradshaw, Staff Sgt. Steven Downey, and Meadville Station Commander Staff Sgt. Ryan Convington. *Photo by Pvt. Kristin Pustelak*

## Red Team Training at Accessions Command

By Glenn E. Gutting, G3, Accessions Command

“Red Teaming” is defined as a function that provides commanders an independent capability to explore alternatives in plans, operations, concepts, organizations, and capabilities in the operational environment and from the perspective of partners, adversaries and others.

Why Red Team? Lessons learned during combat operations show the importance of challenging assumptions, identifying errors in planning, and avoiding patterns during operations.

Red Teams come in many varieties, so there are different views about what constitutes a Red Team. The concept is neither new nor unique; however, there are three basic types of Red Teams:

- Surrogate customers, partners, competitors, and adversaries
- Devil’s advocates
- Sources of judgment independent of the organization’s normal processes

During operations, Red Teams can help the staff identify when they are setting patterns that may jeopardize a mission. A press interview with a Somali militia commander who noted the repeated patterns of U.S. Forces in Somalia provides a well-known case in point.

“If you use one tactic twice, you should not use it a third time, and the Americans already had done basically the same thing six times.”

During a Fort Leavenworth, Kan., Red Team training session, Accessions Command personnel put into practice what they learned. Students explored the Operation Brigade Partnership/Universal Recruiting draft plan that involves Cadet Command, 7th Brigade, and Recruiting Command, 3d Brigade.

The goal of the plan is that Accessions units will dominate employment opportunities as the occupation of choice at the local level in an increasingly difficult operational environment. Some discoveries were made.

—We have two commands covering the same ground.

—We have two commands with basically the same mission — recruiting high school graduates.

—There are cultural differences between the two commands.

—A Cadet Command recruiting operations officer receives less training than does a USAREC recruiter.

—Do we need a Future Soldier now or four years from now in the force?

—The mission of each command will take priority over the other command’s mission.

—The points incentives received by a recruiter for enlisting a Future Soldier are more than for contracting a cadet.



—The day we enlist a Future Soldier is the day we start preparing them to separate or retire.

—Universal recruiting sounds good, but two different recruiting targets may require two different approaches.

“The Operation Brigade Partnership/Universal Recruiting exercise produced some great ideas, and the team solicited some innovation and inventive thinking, by challenging what we have always done in an appropriately organized environment,” said Col. Fred Kienle, G3, Accessions Command.

Red Teaming has been attempted throughout history; government, military, and industry versions are being applied today.

A Red Team is comprised of individuals selected for their special subject matter expertise, perspective, imagination, or penchant for critical analysis. Members of the team can be from within or outside the organization, their assignment to the team can be temporary or extended, and the team itself can be of short-term duration or long standing.

Red Team challenges can help hedge against surprise, particularly catastrophic surprises, by providing:

—A wider and deeper understanding of customer, partner, competitor, or adversary options and behaviors that can expose potential vulnerabilities in our strategies, postures, plans, programs, and concepts.

—A hedge against the social comfort of “the accepted assumptions and the accepted solutions,” including bias and conflict of interest.

—A hedge against inexperience.

Red Teaming at its essence is about the culture of an organization and can be used at multiple levels — strategic, operational, and tactical. Team member responsibilities are broad — from playing a surrogate customer, partner, competitor, or adversary; to challenging planning assumptions and norms; to conducting independent analysis of courses of action and identifying vulnerabilities.

Red Team training teaches its members to avoid getting caught up by ‘group think’ and to challenge assumptions — “what we believe to be either true or the only answer,” as Kienle describes.

The commanding general’s Red Team members support directorates and subordinate commands and are prepared to assemble as a team to support decision-making requirements of the command. This independent capability will allow the commander to adapt to unanticipated requirements. The team will help avoid group think, oversimplification, mirror imaging, cultural missteps, and organizational norms, in order to better accomplish the Accessions Command mission.

The Army has embraced Red Team development and theory because it is difficult for entrenched personnel to develop independent thought and alternative perspectives on their own.

Aggressive Red Teams challenge assumptions, emerging operational concepts and plans in order to discover weaknesses, second- and third-order effects, or unintended consequences. Red Teaming also tempers the complacency that often follows success.

## Ask and You Shall Receive

By Fonda Bock,  
Associate Editor,  
Recruiter Journal

Recruiters asked for it and they got it — an extra two months to enlist upcoming high school seniors. The Delayed Entry/Future Soldier Training Program was expanded to 14 months in April and early results show the move is paying off.

Frank Shaffery, deputy director of recruiting operations, said as of mid-June more than 1,800 upcoming seniors had joined the Delayed Entry Program compared to only about 400 this same time last year.

Allowing recruiters to sign up students during the last two months of their junior year, maintains Shaffery, enables the Army to compete with other branches of the military that have already been able to sign recruits early. He says that's why some recruiters requested an extension.

Sgt. 1st Class Derrick Curley, at the Conroe, Texas, station, had found not being able to compete with the other branches on a level playing field problematic. What he'd noticed is that teens tend to sign with whatever service approaches them first.

"I had a kid that I had contacted maybe two days later than a Marine recruiter had contacted him, and he was going down to test for them. And I asked him what interested him about the Marine Corps, and he just told me they were the first people to call him. And there's been other cases too where a kid will say that," said Curley.

So far this year, Curley has gotten four commitments from upcoming seniors. This time last year, he didn't have any.

Even though studies have shown that the longer period of time someone has to think about a decision they've made the more likely they are to change their mind,



**Future Soldiers are sworn in by Gen. George W. Casey Jr., chief of staff of the Army, during celebrations June 13 for Army birthday. While in the Delayed Entry Program, Future Soldiers can receive up to \$2,000 for referring other new recruits. Photo by Elizabeth M. Lorge**

Shaffery isn't concerned giving students an additional two months to weigh their decisions will negatively affect the Future Soldier Program's attrition rate.

"It's a glass half full, half empty" said Shaffery. "Let's say the attrition rate is a little bit higher, (say) 30 percent (and) 70 percent went. That's 70 percent you would not have had, had you not started the program earlier."

He also believes the added incentives to the Delayed Entry program will help keep Future Soldiers interested and excited about keeping their commitment to the Army. Incentives such as the delayed enlistment bonus, which gives enlistees an additional \$1,000 for every month they spend as a Future Soldier. And the Army RAP recruiter assistance program, which immediately pays Future Soldiers \$1,000 for every referral who joins and another \$1,000 when the referral ships.

"You take the average kid during the summertime working in McDonald's, they're not going to make that much money," said Shaffery. "So we think the accommodation of the Army RAP, the delayed enlistment bonus, the training he or she can receive in the Future Soldier training system, all that put together will reduce the attrition rate."

## Promotion Points for AFTB Training

From USAREC G1

Under AR 600-8-19, Soldiers may earn promotion points for Army Community Service courses, which include Army Family Team Building online instruction.

Four promotion points can be awarded per week or four points for each 40 hours of course instruction. Promotion points are valid once the DA Form 87 is signed by an officer in the rank of lieutenant colonel or higher.

There are three levels of AFTB training, with over 40 modules of instruction.

AFTB is a training and readiness program that provides participants with the skills and resources needed to become self-reliant, self-sufficient members of the command.

AFTB training is authorized for all USAREC Soldiers, family members and civilian employees. The training provides an excellent tool to assist Future Soldiers.

## 2008 Military Handbooks Now Available

From Military Handbooks Press Release

Military Handbooks has announced the release of its latest 2008 free handbooks for military personnel.

These handbooks, written specifically for military service members, include a variety of information about pay, benefits, education and transitioning from the military. To receive your copies of these handbooks, simply go to [www.militaryhandbooks.com](http://www.militaryhandbooks.com).

2008 Military Handbooks

- 2008 Base Installation Directory (New!)
- 2008 U.S. Military Retired Handbook
- 2008 Getting Uncle Sam to Pay for Your College Degree
- 2008 Benefits for Veterans and Dependents Handbook
- 2008 Military Children's Scholarship Handbook
- 2008 U.S. Military Handbook

The Base Installation Directory, the newest handbook, provides contact information for every military installation in the U.S. From information about military housing to the commissary to the base dental clinic, you'll find contact numbers and addresses you need in one easy to use access guide.

### 2008 U.S. Military Retired Handbook

The United States Military Retired Handbook is designed to assist military personnel who have retired or who are planning to retire.

This guide covers everything from the nuts and bolts of computing your Retirement Pay to the detailed explanations of retired military health care, TRICARE, Social Security, VA, SBP, taxes, insurance, travel, and survivor benefits.

### 2008 Benefits for Veterans and Dependents Handbook

This complete benefits handbook covers health care benefits, disability compensation, pension, vocational rehabilitation and employment, education and training, home loan guarantees, life insurance, miscellaneous programs and more.



## Army General Cites Challenging Recruiting Environment

By Gerry J. Gilmore, American Forces Press Service

The Army is now exceeding its recruiting requirements, but that force may contain more Soldiers who needed waivers to sign up in the years ahead, a senior U.S. military officer said June 18.

But, he added, that may not be as bad as it sounds. Each year, the Army recruits about 80,000 new Soldiers who join an all-volunteer force that also includes sailors, airmen and Marines and is universally recognized as “a national treasure,” Lt. Gen. David P. Valcourt, deputy commanding general and chief of staff of U.S. Army Training and Doctrine Command, told attendees at the 2008 Joint Warfighting Conference.

However, although the Army is exceeding its recruiting goals for active duty and reserve component Soldiers, a looming recruiting crisis is on the horizon, Valcourt said.

“Today, seven out of 10 American citizens between the ages of 17 and 24 that are walking the streets of America cannot qualify for entry into our services without some form of a waiver, ... and that is a national crisis,” the three-star general said.

Prospects within that group, Valcourt said, require medical, physical or moral waivers to enter the military. The Army has received criticism from some quarters, Valcourt said, because Soldiers being enlisted today have twice as many

waivers compared to Soldiers who enlisted a year ago.

Valcourt indicated such criticism may be misplaced, especially if someone wants to serve his or her country during wartime.

“If somebody has ‘a little stain on their shirt’ and they want to raise their hand and come serve their country in a time of war — knowing not if, but when they are going to deploy in harm’s way — where would you rather them be?” Valcourt asked.

Such enlistees, he said, can benefit from Army training “under the watchful arm of one of our sergeants who is a professional at instilling values and discipline and taking care of business that hadn’t been done in the last 18 years.”

Another way to look at the waiver issue, Valcourt said, would be to thank the armed services “for giving those folks who may have a slight stain on their shirt an opportunity to come in our services and find their way to fulfill their call of duty and serve and protect our freedom.”

Existing programs, such as the Junior ROTC, help young people to consider joining the military or to make it a career, Valcourt noted. There’s also a new proposal being coordinated with the state of South Carolina, he added, to establish an Army preparatory school for young people without high school diplomas.

The bottom line, Valcourt said, is that the current recruiting environment for a volunteer force is what it is.

“And, the answer is not the draft,” Valcourt emphasized, noting that his experience with a conscripted Army that ended in 1973 “was not a fun thing.”

*The June article, “Getting the PPIs You Need When You Need Them,” stated that the grouping system allows unspent money to roll over to the following month, which is incorrect. Rollover credits are part of the new credit ordering process. In addition, RPIs will not be part of the credit system process, they will remain under the MAQ for the present time.*

*Also, Richard Pena, the PPI program manager, was mistakenly referred to as the systems manager.*

JUNE 2008

**3<sup>RD</sup> MRB**

CPT Christopher Vanfosson

**5<sup>TH</sup> MRB**

MAJ Heather Anderson

MAJ Tina Stone

CPT Maria Bruton

CPT Juan Grajales

CPT Francisco Gumataotao

CPT Rosa Rodriguez

CPT Orlando Taylor

SFC Jason Drake

SFC Sharon Nieves

SSG Anika Anderson-Hack

SSG Keld Pia

**ALBANY**

SFC Daniel Correll

SSG Anthony Bartis

SSG Robert Black

SSG Jeremy Boyd

SSG Joel Figueroa

SSG Christopher Norris

SSG Matthew Roach

SSG James Wierzbicki

SGT Christopher Kilpatrick

SGT Christopher Seeger

**ATLANTA**

SFC Christopher Wheadon

SFC Timothy Williams

SSG Matthew McGinn

**BALTIMORE**

SSG Ryan Degner

SSG Garth Landis

SSG Paul Messier

**CHICAGO**

SSG Daniel Carrick

SSG Hans Drupiewski

SSG John Rivera

SGT Jesse Bryant

SGT Joseph Millner

**CLEVELAND**

SSG Armand Davis

**COLUMBIA**

SSG Syphonia Leggette

SSG Laura Peterson

SSG Joseph Striebich

**COLUMBUS**

SFC Aaron Buhner

SFC William Smith

SSG Dennis Edwards

SSG Marrico Hicks

SGT Brent Grove

SGT Charlie Landis

**DALLAS**

SSG Michael Maples

SSG Melvin Rowe

SSG Scott Schecht

SGT Joshua Browning

SGT Raymond Garcia

SGT Robert Pierce

SGT James Willard

# Gold Badges

**DENVER**

SSG Tony Collins Jr.

SSG Oded Ness

SSG Paul Laramore

SGT Charles Cook

SSG Samantha Pettay

**FRESNO**

SFC Andrew Ackley

SFC Andrea Jeffers

SSG Gabriel Bustamante

SSG Joan Godinez

SSG Danny Gonzales

SSG Dytanya Jones

SSG Barry Mangram

SSG Keane Moore

SSG Jorge Ortega

SSG Daniel Rodrigues

SSG Carlos Shell

SSG David Tanaka

SSG Jason Taylor

SGT Christopher Carr

SGT Marcus Dozier

SGT Halbert Lee

SGT Roman Quintanilla

**GREAT LAKES**

SFC Brian Moore

SSG Christopher Blake

SSG Michael Brown

SSG Jonathan Cargile

SSG Terrence Carter

SSG Ryan Christenson

SSG Joe Conway

SSG Larry Curtis

SSG Kenneth Fahr

SSG Gregory Heaslip

SSG Sanae Hutchinson

SSG Jacob Jurden

SSG Shane McDougal

SSG William Meyer

SSG David Mueller

SSG Andrew Northam

SSG Brandon Radcliffe

SSG Timothy Roberts

SSG Timothy Sharp

SSG Adam Snow

SSG Chad Stafford

SGT Nicholas Barnett

SGT Nicholas James

SGT Clarence Moore

SGT Philip Gross

SGT Darrin Hafeli

SGT Ross Inman

SGT Joshua Moltzen

SGT Louis Parnell

SGT Kirill Pavlov

SGT John Pryor

SGT Nicholas Sawmiller

SGT Susan Schaffer

SGT James Styers

CPL Benjamin Bemus

CPL Ryan Griffith

CPL Matthew Rogers

**HARRISBURG**

SSG Kevin Donnelly

SSG Patrick Hayden

SGT Oscar Martinez

SGT Michael Frei

**HOUSTON**

SFC Walter Kniffin

SFC Trent Roberson

SFC Pawoo Teh

SSG Elamin Abdussaadiq

SSG Matthew Britton

SSG Chad Emerson

SSG Brian Graham

SSG Pamela Hernandez Morales

SSG Alfonso Jacquez

SSG Clenten Lewis

SSG Grady Tinker

SGT Jason Benson

SGT Camila Fontes

SGT Akilla Henderson

SGT Jarrett Rodrick

SGT Hobert Sexton

SGT James Yampey

CPL Lizette Diaz

CPL Chantz Humphreys

**KANSAS CITY**

SFC Joseph Richtson

SFC Tony Winn

SSG Joe Hamner

SSG Courtney Simmons

SSG Randy Swarringin

SSG Travis Vogt

SGT Westley Kilpatrick

SGT Ricky Stewart

CPL Duane West

**LOS ANGELES**

SFC Benaiah Hicks

SSG Philip Lynn

SSG Jose Sanchez

CPL Laura Vergara

**MONTGOMERY**

SFC Henry Crenshaw

SSG Jacques Andrews

SSG Jessie Freeman

SSG Paul Rogers

SSG Scott Seymour

SGT Jesse Jaco

**NEW ENGLAND**

SSG Bob Payne

CPL Jonathan Copp

**NEW YORK CITY**

SFC Juan Negron Morales

SSG Bruno Dixon

SSG Latoya Stuckey

SGT Adony Batista

SGT Johnny Han

**OKLAHOMA CITY**

SSG Jeffrey Capuria

SSG John Gunter Jr.

SSG Cody Key

SSG Mellissa Lowery

SGT Jeremy Quador

**PHOENIX**

SFC Mark Waxler

SSG Bradlee Daviner

SSG Caleb Smith

SGT Clifford Parry

SGT Steven Sierra

SGT Patrick Ziegert

**PORTLAND**

SSG Bryan Bing

SSG Jeffrey Hoffman

SSG Brandon Mattern

SSG Jason Price

**RALEIGH**

SFC Eugene Demery

SSG James Denby

SSG Darren Vogt

SSG Leon Williams

**SAN ANTONIO**

SSG Ruben Garcia Jr.

SGT Juan Barrera

SGT Jose Hernandez

SGT Rodrigo Lara

**SOUTHERN CALIFORNIA**

SSG Enrique Balderrama

SSG David Desarro

SSG Lamont Whitfield

SGT David Darnell

SGT Michael Dunlap

SGT Timothy Gordon

SGT Stephen Morales

SGT Miguelangel Perez

SGT Robert Wirth

**SYRACUSE**

SSG Joshua Taylor

SGT Christopher Reamon

SGT Thomas Freymiller

SGT Gerry Johnson

SGT Andrew Kirkpatrick

**TAMPA**

SFC Eric Flores

SFC Richard Owens

SSG Danny Harris

SGT Sheldon Arrindell

SGT Abdou Camarda

SGT Charles Cotta

SGT David Dupont

# Rings

JUNE 2008



**2ND MRB**

SFC Eric Lara

**ALBANY**

SFC Dean Beaulieu  
SSG David Hamilton  
SSG Aaron Newcombe  
SSG Christopher Poor  
SGT Shan Gumlaw  
SGT Jonathan Linberg

**ATLANTA**

SFC Christopher Jones  
SFC Bryan McIntosh  
SFC Clarence McWhorter  
SFC Melissa Terry  
SSG Shannon Daniels  
SSG Mark Phillips  
SSG Stacey Smith  
SGT Timothy Hangsleben  
SGT Baxter Pittman  
SGT Antonio Small  
SGT Tony Vincent

**BALTIMORE**

SFC Lewis Parker  
SSG Randall Crawford  
SSG Mark Logan III

**BECKLEY**

SSG Michael Ashcraft  
SSG Rex Fink

**CHICAGO**

SFC Clifford Brown  
SSG Harry Outlaw  
SSG Russel Severin  
SGT Bryant Boozer

**CLEVELAND**

SFC Dominic Merrit  
SSG Jeffrey Hite  
SSG John Wurgler

**COLUMBIA**

SFC Tanisha Geter  
SFC Keene McLean  
SFC Sean Patrick  
SFC Kyle Sessoms  
SSG Courtney Johnson  
SSG Alejandra Lane  
SSG Dean Southern

**COLUMBUS**

SFC Ismael Reyna  
SSG Jacob Hackey  
SSG Douglas Hawkins  
SSG Jonathan Kohnen  
SSG James Stinson

**DALLAS**

SFC Kevin White  
SSG Mark Bryant  
SSG Shaun Furr  
SSG Anthony Garcia  
SSG Bryan Jackson  
SSG James Johnson  
SSG Michael Tiberi

**DENVER**

SGT Anthony Rich  
SGT Jimmy Tallent

**FRESNO**

SFC Jose Rabara  
SSG Shane Corley  
SSG Marshall Dykes  
SSG Jose Garza  
SSG Norge Pena  
SSG Jason Tatro  
SSG Samuel Tuttle

**HOUSTON**

SFC Eddie Boyce  
SFC Travis Wood  
SSG Rodney Andrade  
SSG Jon Barron  
SSG Marlon Clay  
SSG Clayton Crooks  
SSG Antonio DeLeon  
SSG Claudia Estradaleon  
SSG Tabatha Frederick  
SSG Deeadra Hayes  
SSG Anthony Helms  
SSG Juan Hernandez  
SSG Eugene Robinson  
SSG Frank Ramirez  
SGT Cedric Carr  
CPL David Simpson

**INDIANAPOLIS**

SFC Travis Smith  
SSG Richard Jennings  
SSG Michael Johnson  
SSG Christopher Scarlet  
SGT Audrey Buxton  
**JACKSONVILLE**  
SFC Kimberly Klingbiel  
SSG Gregory Lowe  
SSG Leticia Pasillas Martinez  
SSG Alexander Villanueva  
Feliciano

**KANSAS CITY**

SSG Brandon Woolley  
SGT Michael Shenkel

**LOS ANGELES**

SSG Robert Buensuceso  
SSG Kolt Killman

**MIAMI**

SFC Luis Delima  
SFC Preiscila Roman  
SFC Alberto Garcia-Vega  
SFC Edgardo Melendez-Rentas  
SFC Wanda Valderrama  
SSG Charles Carman  
SSG Iris Clemente-Pizarro

**MID-ATLANTIC**

SFC Derrick Hudson  
SFC Lawrence Jackson  
SSG Jerry Dixon

SSG Rodney Logan

**MINNEAPOLIS**

1SG Kerry Thompson  
SFC William Bryan  
SSG James Klink

**NEW ENGLAND**

SFC Michael Matos  
SFC Christopher Statzer  
SSG Jeffrey Becker  
SSG Eljay Blount  
SSG Joseph Perez

**NEW YORK CITY**

SFC Tyrone Almendarez  
SSG Jacques Blemur  
SSG John Fox  
SSG Melvin Hunt

**OKLAHOMA CITY**

SSG Rob Jackson  
SGT Brian Plummer

**PHOENIX**

SFC Christopher Collins  
SFC Lionel Hardy  
SSG Brandon Allen  
SSG Kristopher Lundien  
SSG Gregory Macias  
SSG Jeffrey McLane  
SSG Nathan Nichols  
SSG Rowland Purdy  
SSG Edwardo Veloz

**PORTLAND**

SFC Michael Newberry

**RALEIGH**

SFC James Bockelmann  
SFC Anthony Drummond  
SFC Brian Edmiston  
SFC Prescott Pipkin  
SFC Christopher Williams  
SSG Christophe Helvie  
SGT Alan Hempel

**SACRAMENTO**

SFC Ricardo Figueroa  
SFC Victor Grantham  
SFC Michael Rhodes  
SSG John Miller  
SSG Clinton Wilson

**SAN ANTONIO**

SFC Roberto Vela Jr.  
SFC Henderson Watson Jr.  
SSG Joel Ramos  
SSG John Serls  
SSG Ruby Vega

**SEATTLE**

SFC Joseph Kuss

**SOUTHERN CALIFORNIA**

SFC Osmil Sazon  
SFC Matthew Sosnowski  
SFC Juan Velasco Perez  
SSG Donald Beach  
SSG Jesus Melendez

**TAMPA**

SFC Steven Rivers  
SSG Michael Brown Sr.



# Morrell Awards

## JUNE 2008

### 2ND MRB

SFC Ronald Williams

### 5TH MRB

SFC Bryant Lee

### ALBANY

SFC Matthew Caron

SFC Phillip Lee

SFC Aaron Wilson

### ATLANTA

SFC Gerald Crite

SFC Vaughn Daly

SFC Rodney Early

SFC Michael Pettigrew

SFC Bradley Plucker

SSG Daniel Hollis

SSG Jason Prosser

SSG Silva Larsen

SSG Thomas Walker

### BALTIMORE

SFC Leroy Lamb

SFC Sean Miller

SFC Jose Ruiz

### BECKLEY

SFC Daniel Lindenfeld

### CLEVELAND

SSG William Littell

### COLUMBIA

SFC Steven Barber

SFC Robert Knox

SSG Darnell Lee

### COLUMBUS

SFC Timothy Corbett

SSG Brian Hucik

### CHICAGO

SFC Michael Bellamy

SFC Eric Daniels

### DALLAS

SFC Salvador Carrasco

SFC Clint Moosman

SSG Willie McCall

SSG Christopher Pina

### DENVER

SFC Chad Jochum

SSG Edward Moore

SSG Samuel Tinker

### FRESNO

SFC Samuel Cobley

SFC Odell Edmonds

SFC Paul Oquendo

### HOUSTON

SFC Derrick Curley

SFC Randy Frankson

SFC Dean Kiel

SFC Robin King

SFC Darnell McKinney

SFC Victor Sifuentes

SSG Joe Flores

SSG Christopher Hartsfield

SSG Justin Heidenreich

SSG Jason Hooper

SSG Leif Johnson

### INDIANAPOLIS

SSG Jeffrey Nasser

SSG Robert Mullins

SSG Mark Young

SSG Anthony Zupan

### JACKSONVILLE

SFC David Butler

SFC Marvin Jones

SSG Jean Attulien

SSG Louis Dupree

SSG Richard Hauser

SSG Samuel Woodall

### KANSAS CITY

SFC David Hasenfratz

SSG John Kinsler

### LOS ANGELES

SFC Eugene Mustin Jr.

### MIAMI

SFC Edgardo Melendez-Rentas

SSG Charles Carman

### MID-ATLANTIC

SFC Deirdre Bell

### MONTGOMERY

SFC Anthony Bassett

SFC Meltony Billie

SFC Nicola Powell

SSG Carlandro Dudley

SSG Bryan Godette

SSG Lathern Woods

### NEW ENGLAND

SSG Reid Biswell

SSG Matthew Buck

### NEW YORK CITY

SFC David Hottelling

SFC John Riviere

SFC Robert Thompson

### OKLAHOMA CITY

SFC Jeffrey Garner



### PHOENIX

SFC Raymond Snow

SSG Robert Gerber

SSG Gilberto Gonzalez

SSG Ruben Jauregui

SSG Thomas Johnson

SSG Christopher Molina

SSG Keith Oliver

SSG Caleb Quidera

### PORTLAND

SSG Russell Hanson

### RALEIGH

SFC Thomas Boyle

SFC James Liles

SFC Thomas Weinheimer

SSG Timothy Zylstra

### SACRAMENTO

SFC Scott Clark

SFC Timothy Owens

SFC Joe Salazar

### SAN ANTONIO

SFC Marcus Johnson

SFC Clifton Senegal III

SFC Martha Vela

SFC Lisa Villarreal Guerry

SSG Richard Basl

SSG Michael Cardenas

SSG April Marshall

SSG Ecerra Paxton

SSG Keith Spraggins

SSG Ricardo Zamora

### SOUTHERN CALIFORNIA

SSG Danny Langarcia

### SYRACUSE

SSG Christopher Lucero

### TAMPA

SFC Jose Diaz

SFC Scott Phenicie

# 79R Conversions

## JUNE 2008

### BECKLEY

SSG Alisha Tally

### CHICAGO

SGT Kevin Gonsalves

SSG Stephen Blackmon

### DALLAS

SSG Charles Sills

SSG Christopher Patterson

SSG Jeremy Moore

### HOUSTON

SSG Antonio Deleon

### JACKSONVILLE

SSG Robert Bramlitt

### MIAMI

SSG Christian Tuesta Lopez

### MID ATLANTIC

SSG Orrease Leftwich

SFC Valencia Kingworth

### NASHVILLE

SSG Joshua Riddle

### NEW ENGLAND

SSG Jonpaul Guinn

### NEW YORK CITY

SSG Luis Cubero

### PHOENIX

SFC Dwain Lacey

### PORTLAND

SSG Timothy Cockerham

### SACRAMENTO

SSG Joseph Lynch

SSG Adam Verkest

### SALT LAKE CITY

SSG Thadeous Rule

### SAN ANTONIO

SSG Richard Basl

SFC Bruce Stevenson

SSG Ulysses Ruiz

SSG Bruce Watson

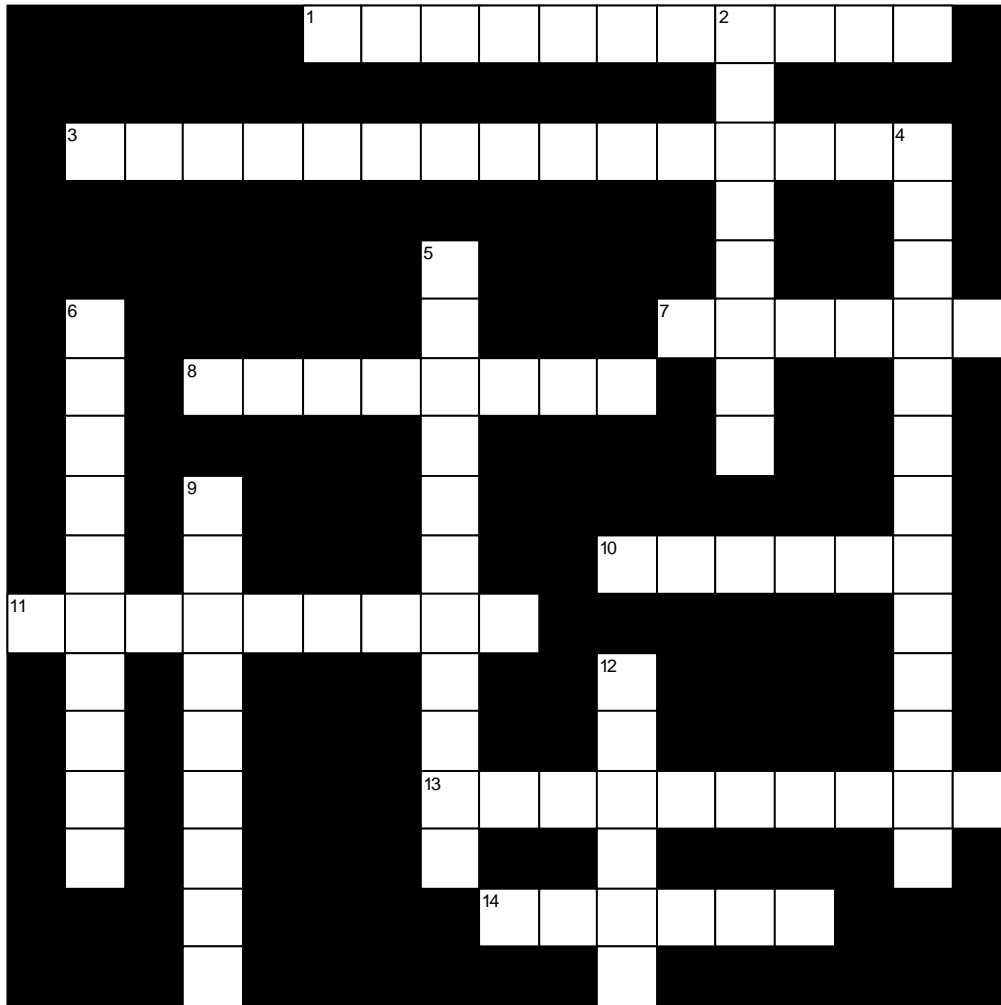
### SYRACUSE

SSG Scot Dickinson

SFC Daniel Gonci

SFC Darrin Cowher

# ARISS Crossword Puzzle



## ACROSS

1. What quickly determines if a record already exists on your database? (2 words)
3. What function will allow you to locate Soldiers who attended/graduated from high schools? (3 words)
7. What link in Recruiter Zone will allow you to monitor your prospecting efforts and demonstrate your daily work ethic?
8. What link in Recruiter Zone will allow you to establish an electronic planning guide?
10. What button will allow you to restore a previously terminated record?
11. What button will hide the record from viewing in Recruiter Zone?
13. What is the main screen when you enter Recruiter Zone? (3 words)
14. What is the new access point for leads reports?

## DOWN

2. If a record does not exist and you would like to add it, simply click which button? (3 words)
4. What is the central management point for all lead records? (2 words)
5. Which report may be used to analyze the most effective telephone or face to face prospecting sessions? (2 words)
6. Once lead records are down-loaded to RZ Lite, what will they be displayed as in RZ? (2 words)
9. What is the section where you are notified of all scheduled appointments?
12. What link in RZ gives you access to all your records?

The answers to this month's crossword puzzle will be posted next issue.

# Mission Box

The Achievements of One that Contribute to the Success of the Team



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade



Medical Recruiting  
Brigade

## June Fiscal Year 2008

### Top Regular Army Recruiter

**SFC Joey Jimenez**  
Mid-Atlantic

**SFC Tanisha Geter**  
Columbia

**Top Fire Team\***  
Rapid City  
Minneapolis

**SGT Kenneth Epperson**  
Kansas City

**SSG Brian Worth**  
Sacramento

**SFC Otis Lawrence**  
1st MRB

**SSG Rachel Domske**  
Jacksonville  
**SSG Christopher Trevino**  
Jacksonville

### Top Army Reserve Recruiter

**SFC Michah Turner**  
Albany

**SGT Leland Harford**  
Columbia

**SSG Gabriel Guzman**  
San Antonio

**SFC Jeffrey Bettencourt**  
Sacramento

**MAJ Craig Parsons**  
1st MRB

### Top Large Station Commander

**SSG Angela Indardeo**  
Richmond Hills  
New York City

**SFC Tyrone Smith**  
Columbia  
Columbia

**SFC John McClenny**  
Cedar Rapids  
Minneapolis

**SFC Enrique Segovia-Ramirez**  
Ingram Park  
San Antonio

**SFC Javier Romero**  
Korea  
Portland

**SFC Thomas McClain**  
Seattle 6th MRB

### Top Small Station Commander

**SFC McKinley Knight**  
Washington Heights  
Albany

**SFC David Larson**  
Brooksville  
Tampa

**SFC Charles Frizell**  
Waukee  
Minneapolis

**SFC Russell Edwards**  
New Mexico St. Univ.  
Phoenix

**SFC Daniel Bresette**  
Riverton  
Salt Lake City

**SFC Kenneth Hines**  
Newburgh 1st MRB

### Top Company

**Metro Company**  
New York City

**Greenville**  
Columbia

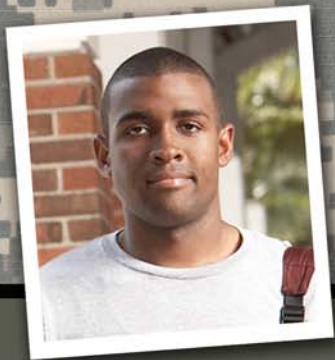
**Iowa City**  
Minneapolis

**Tempe**  
Phoenix

**San Joaquin**  
Sacramento

**Denver**  
6th MRB

*\*3d Brigade is testing the Team Recruiting Concept*



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- Trade School entrance tests
- Military entrance test
- High School/College placement tests
- Applying for a job



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